

Mobility International USA (MIUSA)

Building an Inclusive Development Community: Gender Appropriate Technical Assistance to InterAction Member Agencies on Inclusion of People with Disabilities

USAID Cooperative Agreement Award No. GEW-A-00-01-00012-00

Performance Report

Project Eighth Quarter: July - September 2003

Project goals

To increase participation by people with disabilities, especially women and girls with disabilities, in InterAction member agencies as participants, staff, administrators and beneficiaries.

To increase implementation of the Disability Amendments to the InterAction PVO Standards by InterAction member agencies, regarding inclusion of people with disabilities, especially women and girls with disabilities in organizational governance, management and programs.

Accomplishments

During the eighth quarter of the *Building an Inclusive Development Community Project*, MIUSA's International Development and Disability Department (IDD) has made significant progress toward meeting the project goals and objectives:

- ? The IDD resource *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs* has been published.
- ? The *Checklist for Inclusion*, a gender-sensitive organizational self-assessment on the inclusion of people with disabilities has been printed and disseminated to Model Partner Organizations (MPOs).
- ? Each MPO continues to make progress in implementing its action plan.
- ? IDD staff and key MPO program personnel continue to make significant progress in designing and implementing strategies to facilitate inclusion of people with disabilities in MPO field programs.
- ? IDD continues to publish a regular e-newsletter designed to share strategies, successes and relevant information between project partners.
- ? IDD continues to respond to requests for information from international development organizations and disabled peoples' organizations
- ? The IDD Website has been updated with current information.
- ? IDD launched the Gender, Disability and Development Institute, which was held

September 29 – October 3, 2003.

- ? IDD is testing its on line information request form.
- ? IDD promoted a disability inclusive development model through information posted on listservs and websites.

Model Partnerships

Monthly check-ins with Model Partner Organization (MPO) provide a systematic method for reviewing progress and of sharing information and resources as project partners implement action plans.

The September 29th through October 3rd *Gender Disability and Development Institute (GDDI)* provided partners with an opportunity to get to know each other and to learn about strategies for inclusion, successes and challenges experienced by each partner. In addition, the GDDI provided partners with the opportunity to meet and strategize with women with disabilities who are grassroots leaders from many countries in which our model partner organizations work. A full report on the GDDI will be included in the ninth quarter report.

Growing concern for ensuring that people with disabilities, especially women and girls with disabilities, are included in MPO programs is reflected in the following summaries of partner organization progress.

American Friends Service Committee

Both through Headquarters and through its overseas networks, American Friends Service Committee (AFSC) continues to demonstrate a commitment to the inclusion of people with disabilities. Progress reported this quarter includes:

- ? AFSC participated in the Gender, Disability and Development Institute.
- ? AFSC's regional response team continues to make use of IDD-supplied information and contacts in the field in order to plan an inclusive emergency response effort in Iraq.
- ? In Iraq, AFSC provided funds to help purchase a generator to power the lights and air conditioners at a residence for women with disabling injuries or illnesses.
- ? AFSC's Board reviewed proposed changes to the Affirmative Action Plan that are designed to make the plan easier to implement and to chart progress on inclusion of people from marginalized groups, including people with disabilities.
- ? In Kosovo, AFSC's *House of Friends* provides a venue and haven for members of Kosovo's disability community.
- ? The schools that AFSC has built in Afghanistan are accessible.
- ? Cambodia Trust, a program supported by AFSC that is committed to education and services for people with disabilities in Cambodia, is featured in a short article on the AFSC website.

Church World Service

Progress reported this quarter includes:

The draft action plan has been reviewed by the Church World Service's Human Resource Department, and the review process initiated by other departments.

- ? Church World Service sent a "Best Practice" example to IDD from the newsletter of its partner in China, the Amity Foundation. The newsletter featured information both about legal advocacy and wheelchair distribution for people with disabilities (see attachment). The Nanjing Center for Legal Aid, which receives some support from the Amity Foundation, provides legal advice to the public and takes on pro bono legal cases for marginalized members of the community, including people with disabilities. In the same newsletter, Amity's Social Service Division reported on the purchase of quality wheelchairs produced in China that were distributed by the Foundation to children and adults needing wheelchairs in Tancheng and in Nanjing. The local Rotary Club, in partnership with Rotary Foundation and the Wheelchair Foundation, sponsored the purchase of the chairs.
- ? Church World Service's planned representative to the Gender Disability and Development Institute was unable to attend due to a medical emergency. Background information about and contact information for Church World Service was provided by the organization for distribution to all GDDI participants.

Holt International Children's Services

Progress this quarter comes from both the field and headquarters and includes the following:

Seven Holt staff persons participated in the Gender Disability and Development Institute.

Human Resources Department:

- ? Language was added to the Holt website jobs page that reflects Holt's commitment to hiring and accommodation people with disabilities.
- ? A policy on inclusion of people with disabilities has been added to the employee manual.
- ? Holt's employee satisfaction survey now includes language regarding management's openness to diversity.
- ? Holt reported that its Board of Director's includes a member with a disability.

Public Policy and External Affairs:

Information about Holt's disability inclusive policies and projects, and a link to MIUSA's website, have been added to Holt's website

Domestic Programs:

- ? Holt now provides parents of adopted children with disabilities with resource lists for disability advocacy organizations as well as resource lists for services to people with disabilities.
- ? The Parents in Process training (for parents in process of adoption) will now include testimony about children with disabilities.

International Programs:

- ? Management from Holt's Il San project in Korea and staff responsible for the region at Holt headquarters met with IDD. Il San, a large and long-standing orphanage founded by Holt, provides services to orphans with disabilities. Discussion focused on advocacy and community alternatives as well as resources for staff professional development. IDD provided Holt with contacts for disability organisations in Korea and gained a good sense of the history and trajectory of Il San.
- ? IDD provided Holt staff and country representatives with letters of introduction to key disability community leaders in the following countries in which Holt works: the Philippines, Thailand, Uganda, and Vietnam.
- ? Holt sponsored the enrollment of Martha Salcedo Tapia, from Ecuador, for MIUSA's Women's Institute on Leadership and Disability, which included the GDDI. Ms. Salcedo is a teacher who promotes education and rehabilitation of children, youth and adults who are blind. Ms. Salcedo, who is herself blind, represented the National Blind Women's Federation and the Education and Training Center for Blind People.
- ? Holt reported on support and networking for parents of children with disabilities provided as a feature of its family preservation work.
- ? Holt now advocates on behalf of prospective parents in the United States with disabilities interested in adopting children in countries where adoption by parents with disabilities has not been permitted.

Mercy Corps International

Progress this quarter included:

Mercy Corps instituted new strategies to incorporate technical support from IDD into the development phase of new projects. These included region-specific conference calls and face-to-face meetings with Mercy Corps program staff.

Mercy Corps staff participated in the Gender Disability and Development Institute.

Iraq initiative:

- ? Following teleconferences regarding Mercy Corps' projects in Iraq, IDD provided information, strategies and resources to Mercy Corps' Iraq team to facilitate inclusion of people with disabilities in microenterprise programs, disaster response programs and gender-focused programs; accessibility guidelines for reconstruction projects and construction of schools; professional contacts for

wheelchair production and accessible transportation projects; and MIUSA's *Checklist For Inclusion*.

- ? Mercy Corps' newly hired country director in Iraq is a person with a disability who has experience planning, implementing and monitoring inclusive development programs. In a conference call he made it clear that he sees the inclusion of people with disabilities as staff in the office and as program beneficiaries as an integral part of the work of his team in Iraq.

Central Asia Program:

In a face-to-face meeting with Central Asia program staff, IDD provided technical support and information for the development of proposals for two new projects:

- ? A proposed youth sports league would bring together youth and their parents from different ethnic communities. IDD assisted Mercy Corps staff to identify methods and strategies for including youth with disabilities on planning committees as well on sports teams. IDD provided contacts for disability-led organizations, including those offering sport activities, in the region covered by the proposed program.
- ? A proposed school infrastructure project in rural Kyrgyzstan would invite local community schools to submit proposals for sub-grants to improve school buildings or equipment. IDD and Mercy Corps' discussed incorporating a question into sub-grant proposals about the impact that school improvements would have on students with disabilities, IDD provided resources and information about inclusive education, accessible school construction, and MIUSA's *Checklist For Inclusion*.

Georgia:

Mercy Corps reported on collaborations with a number of local NGOs on inclusive education in Georgia. A story on these efforts is found in Mercy Corps' latest edition of *the Bridge*, which is available on the Mercy Corps website (see attachment).

Human Resources:

In addition to hiring a highly qualified individual with a disability as a country director for Iraq, Mercy Corps posted a position on the international development listserv managed through Gallaudet University, widely read by Deaf individuals around the world.

Website:

Mercy Corps' website featured a home page story about its work with Iraq including people with disabilities stories related to the inclusion of people with disabilities in its development work (see attached).

Annual Report:

Mercy Corps' Annual Report includes a description of MIUSA and its partnership for inclusion (see attached).

Trickle Up Program

- ? Trickle Up Program and IDD worked collaboratively on a project proposal which would bring together microenterprise and disability organizations together for a north-south and south-south exchange program aimed at increasing inclusion of women with disabilities in microenterprise programs in India and Lebanon.
- ? Trickle Up staff translated the script for MIUSA's *Loud Proud and Passionate* videotape into French, as the first step in development of a French subtitled version.
- ? Trickle Up's Latin American desk reported new project partnerships with disability groups in Central America as a result of contacts provided by IDD.
- ? Trickle Up requested country-specific contact information for disability groups in preparation for travel to countries in which Trickle Up does not currently have strong ties to the disability community.
- ? Two staff persons from Trickle Up participated in the Gender Disability and Development Institute.

InterAction

- ? IDD and InterAction's Diversity Manager scheduled face-to-face training on disability and development for InterAction staff in Washington DC on October 14th.
- ? InterAction's Diversity Manager and MIUSA scheduled a one-day orientation for DC-based InterAction member agencies on October 15th.

Technical Assistance Curriculum and Materials

Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs

MIUSA and IDD are very pleased to report that this exciting new resource has been published and is available to development agencies and others interested in disability and development issues. The Manual is a compendium of useful information, discussion of issues, tips and strategies, examples of good inclusive development practice, and lists of resources for inclusion of women and men with disabilities. The Manual brings together voices disability communities and development communities from all over the world. IDD is proud of this practical resource, and acknowledges with gratitude support from the Office of Women in Development at USAID, which made the publication possible.

Checklist for Inclusion

IDD's instrument for organizational self-assessment on the inclusion of people with disabilities, especially women and girls with disabilities, in policy, management, planning systems, program implementation, and evaluation has been printed. The tool is also included in the *Building an Inclusive Development Community* manual. IDD is currently preparing an on-line version of the *Checklist for Inclusion* that can be used by organizations seeking a user-friendly guide for internally evaluating their inclusiveness.

Information Services

IDD responds to requests for information which we receive through the Internet, print, telephone, and face-to-face meetings. This quarter, IDD has been testing a website based information request form, designed to speed the request and response process by providing users who have Internet access with an easily accessible format for making information requests. Although IDD had planned to launch it on the website this quarter, the testing process has taken longer than anticipated. We expect this useful feature to be added to the website in the ninth quarter.

The information service evaluation system, which was tested during the previous quarter, has been integrated into IDD processes. The results of the seventh quarter evaluation are discussed in the Information Services Evaluation section of this report.

Information Requests

Information requests held steady in comparison with the previous quarter. Fifty five percent (55%) of requests originating from the US, and 19% of those originating overseas, were from international development organizations. The majority of these requests concerned inclusion of people with disabilities in field programs.

Examples of information services provided this quarter

- ? Trickle Up requested contacts for disability organizations in Cambodia. IDD facilitated an introduction between Trickle Up and a key disability rights leader in Cambodia with whom MIUSA has long-standing contact.
- ? The Organization for Africans with Disabilities (OAD) contacted IDD with an interest in exploring possible collaborations to support its work in Sierra Leone. IDD responded with referrals to disability-focused international development organizations, disabled people's organizations and MPOs working in Sierra Leone. The OAD learned about the IDD's services through an OIC publication.
- ? The Oregon State University Office of International Research and Development requested inservice training for representatives of community development organizations in Tajikistan, participants in an exchange program sponsored by the US Dept. of State. IDD provided training and resources on inclusion and organizational sustainability, and IDD facilitated a linkage Tajik organizations and MPO Mercy Corps for possible collaboration on inclusive agricultural and entrepreneurship programs in Tajikistan.
- ? In September, IDD, in coordination with Oregon State University, organized a panel discussion for the tourist industry professionals from the Ukraine, as part of the month-long Ukraine Sustainable Tourism Development Program. The panel, comprised of recreation and tourism professionals with expertise on accessibility issues, focused on accessible tourism as both a potential marketing strategy and a

vehicle for promoting inclusion of people with disabilities in the economy and community life in the Ukraine.

Information Services Evaluation

Average response time for information requests for the quarter was again six days, well under the 14-day turn around time IDD established as its goal. All respondents to the evaluation indicated that they had either used information sent, or planned to use information within the next few months. One organization from India reaffirms IDD's strategy of connecting the disability and development communities through networking saying that "...many a group in south countries ...works hard with [little success] due to a lack of external support. IDD could play the role of bridge builder between groups working in the same state or country, in order that they can develop strong bonds between them."

Public Relations

This quarter, Model Partner Organizations took increased initiative in generation of information about inclusive development practices and about the project in particular. This marks a significant shift in project "ownership", reflecting a growing sense of responsibility for project outcome and dissemination of results on the part of our partners.

Electronic Newsletter:

The IDD bimonthly e-newsletter was published in late July and featured information about the InterAction Forum, the World Bank meeting in Helsinki, progress on the call for a Convention on the Rights of People with Disabilities in the UN, and information about an AFSC project initiative for assistive technology in Gaza as well as registration information for the Gender Disability and Development (see attached).

IDD was interviewed by the Association of Women in Development (AWID) regarding its thoughts and experiences with a rights-based approach to development.

Websites and Listservs and other Electronic Promotion:

InterAction:

- ? InterAction's Commission on the Advancement of Women announced IDD's workshop to be held in October for InterAction member agencies highlighting the project sponsored by USAID and focused on InterAction's Disability Amendments to the PVO Standards (see attached).
- ? InterAction's Diversity Initiative sent information to all member organizations regarding the October session and highlighting issues related to including people with disabilities as staff and in programs (see attached).
- ? InterAction's Diversity Update featured an introduction to MIUSA's *Checklist for Inclusion* (see attached).

Canadian Abilities Foundation

The Canadian Abilities Foundation Listserv featured information about the Women's Institute on Leadership and Disability in its *events* section on the 4th of September (see attached).

IDD Website

Recognizing the value of the IDD website as a portal to the project, IDD prioritizes maintaining a website that is current, content-rich and user-friendly. Updates, additions and improvements to the website this quarter included:

- The newly updated *Human Resources Toolbox* was added to the website as a downloadable document. Each chapter of the Toolbox is now accessible as a separate file, greatly reducing the time needed to download the document and allowing users to select topics in which they are particularly interested.
- A home page banner and a *What's New* link were added to announce the *Building an Inclusive Development Community Manual*. The Manual announcement includes a link to a sample chapter on microfinance chapter.
- The website also features press releases for the *Women's Institute on Leadership and Disability* and the *Gender Disability and Development Institute*.
- IDD implemented protocol to ensure that website "tip sheets" are systematically reviewed and refreshed. Four tip sheets and the FAQs page were revised to reflect updated information.

Revisions to the design of IDD web pages to improve format and functionality are currently in final stages of revision. IDD expects to launch the new format in the ninth quarter.

MIUSA switched ISP service providers during this quarter, creating transmission disturbances that are reflected in a 9 percent decrease in daily visits to the website from the previous quarter. Average length of time spent at the site, however, increased by 26 percent.

Conclusion

The *Building an Inclusive Development Community* project is maturing, as Model Partner Organizations increasingly assume responsibility for assuring that policies are in place, inclusion is planned for and implemented, and that information about the inclusion of people with disabilities is shared with the wider development community. Each of the project partners continues to progress in the implementation of strategies outlined in the action plans. Partners are increasingly focused on field transfer of the project goals and IDD expects continued growth and development in this area. Planning for the *Gender Disability and Development Institute* has focused our attention on practical applications and sharing of information; we expect this focus to be reflected in the upcoming report on the GDDI.

Meanwhile, we continue to delight in reporting on the range of sectors and regions involved in infusing disability perspectives throughout the international development agenda. This quarter brings news of progress in Central Asia, China, Iraq, Afghanistan, Georgia and Korea, and in a range of sectors: infrastructure, education, accessibility, emergency response planning, material aid, and gender-focused empowerment. Progress is also reflected in the increasing number of collaborations between disabled people's organizations and community development organizations.

IDD is pleased to have made exciting new tools for inclusion available to international development organizations this quarter, most importantly the *Building an Inclusive Development Community Manual* and the *Checklist for Inclusion*. We are proud to have been able to bring together the diverse expertise of disability and development communities, to produce this unique compilation of knowledge and experiences. We are equally proud to work alongside our project partners as they increasingly claim this project as their own and forge their own paths of inclusion.

MIUSA acknowledges once again the invaluable support of USAID in making this progress possible.

Appendices

Cambodia Trust article (AFSC)

Amity Newsletter (CWS)

The Bridge article (Mercy Corps)

A Model for the Future (Mercy Corps)

Excerpt from Annual Report (Mercy Corps)

Enewsletter (IDD)

CAW E News (InterAction)

Save the Date (InterAction)

Diversity Update article (InterAction)

ListServ Posting (Canadian Abilities Foundation)